

# **Setting the Stage for Supporting Effective Teaching: Learning from Research and Practice**

**Day One: June 28, 2010**

Time	Activity	Presenter/Facilitator
9:00am – 9:30am	Registration and coffee	
9:30am – 9:45am	Welcome Introductions and Overview of the Day	TBD, LAUSD Melissa Eiler White, REL West
9:45am – 10:00am	Supporting Teacher Effectiveness: The Big Picture	Ray Cortines, LAUSD
	<i>Cortines discusses the importance of supporting teaching effectiveness, how it fits into the bigger picture of school change, and why it is a priority for LAUSD.</i>	
10:00am – 10:30am	Participant Activity I	TBD, Facilitator
	<i>Participants spend about 10 minutes reflecting/jotting notes on handout re what makes an effective teacher and how to measure it; table groups then spend 15 minutes sharing and discussing their ideas.</i>	
10:30am – 10:45am	Break	
10:45am – 12:00pm	What is Effective Teaching? How Is It Measured?	Laura Goe, National Comprehensive Center for Teacher Quality/ Educational Testing Service
	<i>Goe provides an overview of research on measuring effective teaching using A Practical Guide to Evaluating Teacher Effectiveness, published by the National Comprehensive Center for Teacher Quality (NCCTQ) in April 2009, which is based on Approaches to Evaluating Teacher Effectiveness: A Research Synthesis (Goe, Bell, &amp; Little, 2008). Time for participant Q&amp;A is included.</i>	
12:00pm – 1:00pm	Lunch	
1:00pm – 1:45pm	Activity: Observing Teacher Effectiveness: A Classroom Observation Simulation	Laura Goe, National Comprehensive Center for Teacher Quality/ Educational Testing Service
	<i>This exercise examines the challenges of effective teacher observation and assumptions participants hold about identifying effective practices. Goe presents a short video clip of a teacher. Participants rate the teaching using an observation protocol; Goe facilitates a discussion of what participants discovered and the degree to which there is consensus about the ratings for that teacher.</i>	
1:45pm – 2:30pm	Panel Presentations: [Part I] How Districts are Using Teacher Evaluation Systems to Support Effective Teaching	TBD, Moderator  Presenters: <ul style="list-style-type: none"> <li>• Julia Indalecio, Teacher Programs Manager, Cincinnati Public Schools</li> <li>• Sheri Frost Lee, Manager of Human Resources, Chicago Public Schools</li> <li>• Lauren Sartain, Research Analyst, Consortium on Chicago School Research</li> <li>• Doug Prouty, President, Montgomery County Education Association</li> </ul>

Time	Activity	Presenter/Facilitator
	<i>Each district provides a 10-minute presentation focused on two questions: (1) How does the district support effective teaching? (2) How is it measured? During presentations, participants write questions on index cards for discussion during Part II of the panel.</i>	
2:30pm – 2:45pm	Break	
2:45pm – 3:30pm	Panel Discussion: [Part II] How Districts are Using Teacher Evaluation Systems to Support Effective Teaching	TBD, Moderator
	<p><i>The panel moderator leads a discussion among the districts, using prompts such as:</i></p> <ul style="list-style-type: none"> <li>• <i>What guidelines/standards guide the district's teacher evaluation/development system?</i></li> <li>• <i>How were teachers, school leaders, and other stakeholders involved in the process of developing your systems for teacher evaluation and development? How long did that take and what did you learn?</i></li> <li>• <i>What aspects of your systems have worked well?</i></li> <li>• <i>What challenges have you faced and what advice would you give to those developing and implementing new evaluation systems?</i></li> </ul> <p><i>The focus of the discussion is on lessons learned. Questions from participants are addressed as part of the conversation.</i></p>	
3:30pm – 3:45pm	Participant Activity II	TBD, Facilitator
	<i>Participants reflect on and discuss in their table groups what they have learned about effective teaching and its measures, and share questions they have about implementing new teacher evaluation and development systems in LAUSD schools.</i>	
3:45pm – 4:00pm	LAUSD Reflections and Takeaways	TBD, LAUSD Teacher TBD, LAUSD School Principal TBD, LAUSD District Staff
	<i>LAUSD teacher, principal, and district representative each share two or three key things/insights from the day's presentations and activities. If time, additional comments are solicited from participants.</i>	
4:00pm	Closing and adjourn for the day	Melissa Eiler White, REL West

## Day Two: June 29, 2010

Time	Activity	Presenter/Facilitator
8:30 am – 8:45am	Welcome and Introductions [Task Force] Overview of the Day	Drew Furedi or Judy Elliott, LAUSD Melissa Eiler White, REL West
8:45am – 9:30am	Panel Discussion: Perspectives on Teacher Effectiveness in LAUSD: Ways Schools are Currently Evaluating Teachers	TBD, Moderator
	<p><i>LAUSD will identify several local schools that are currently using innovative approaches to teacher evaluation. School representatives have 5-10 minutes to share what they are currently doing, with a focus on research described by Goe on Day One. The moderator then leads a discussion to explore:</i></p> <ul style="list-style-type: none"> <li><i>• What do you see as essential elements of an effective teacher evaluation/development system?</i></li> <li><i>• What training was necessary for you to implement new approaches to teacher evaluation and development?</i></li> <li><i>• What recommendations do you have for LAUSD as it implements new evaluation systems to support teacher effectiveness?</i></li> </ul>	
9:30am – 10:15am	Innovating in the California Context	TBD
	<i>Union representatives discuss their perspectives and provide examples for ways unions can contribute to the development and implementation of effective teacher support and evaluation systems.</i>	
10:15am – 10:30am	Break	
10:30am – 10:45am	Supporting Teacher Effectiveness in LAUSD: Overview of Teacher Effectiveness Task Force Recommendations and Implementation Plan	Drew Furedi, LAUSD Noah Bookman, LAUSD
	<i>Short overview of the Task Force recommendations and corresponding three-year implementation plan, which focuses on piloting and learning along the way with the assistance of the Los Angeles Research Consortium, including the essential role that teachers, leaders, and stakeholders play in guiding the process.</i>	
10:45am – 11:00am	Overview of Prototyping/Piloting Plan and Process	Meredith Phillips, UCLA Katharine Strunk, USC
	<i>Overview of the district's plan for prototyping and piloting new approaches to teacher evaluation and development.</i>	
11:00am – 12:15pm	Table Discussions and Reporting	Melissa Eiler White, REL West
	<p><i>Table groups discuss recommendations for LAUSD as it pilot tests new evaluation instruments. Key prompts include:</i></p> <ul style="list-style-type: none"> <li><i>• What essential elements should be included in a district definition of teacher effectiveness?</i></li> <li><i>• What measures would likely best assess those elements?</i></li> <li><i>• How should the district approach the selection and training of master teachers?</i></li> </ul> <p><i>REL West and LAUSD staff facilitate the table discussions and capture notes from each table.</i></p>	
12:15pm – 12:30pm	Closing Remarks and Next Steps	Drew Furedi, LAUSD
12:30pm	Feedback Survey and Adjourn	